

# IMPACT

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## A Message from the Secretary



*Eldon Vail, Secretary  
Department of Corrections*

A year ago this month, the Governor removed "interim" from my title as Secretary of the Department of Corrections. As that one-year anniversary rolls around, it seems like a good time to reflect and comment on what a remarkable year it has been and on what lies before us.

First I think of the gracious welcome upon my return and of the honeymoon period I enjoyed, especially in the last legislative session, where no additional challenges were created for the agency to manage. I do not predict a similar outcome in the upcoming session.

Then, I too quickly think of the tragic events where the lives of innocent citizens came to an end at the hands of offenders under our supervisions and the painful aftermath for all of us each of these deaths caused.

I think of the funerals I attended for fallen staff members, James Allen and Steve Marrs, and of the loss of too many other long-standing, hardworking DOC employees during this past year and I am reminded of how short our time is to work and live together in this world.

But mostly I think, and value, the times I had a chance to listen and hear about the work and the concerns of the staff of the agency. I remain absolutely convinced that the work we do in this Department is far more complex, far more difficult and therefore, deeply, deeply misunderstood and under appreciated by citizens in general. We have worked and will continue to work hard to get the message out about who we are and why we do what we do. The more taxpayers know about what we really do the better for our profession and for our Department.

The biggest challenge we faced in the last year is the same one we will face in the coming year and that is our budget. The magnitude of what we face now is unprecedented. We have made good progress in getting our spending under control and that has taken the sacrifice and hard work of many. But we have big challenges ahead as we work with the legislature and our stakeholders to craft a budget for the next biennium.

We are in the people business—offenders, their families, crime victims, citizens, partners, each other. How we treat one another—with dignity and respect—is what we will be measured by in the end. I am convinced that this value is a key ingredient to help us achieve our mission of improving public safety for the citizens of the State of Washington.

*Let the Communications Department know what you think of our new newsletter format. We want to provide you with information about the things you care most about. Take a few minutes to let us know whether or not we are meeting your expectations by emailing our editor, Joseph Mitchell, at [jlmitchell@doc1.wa.gov](mailto:jlmitchell@doc1.wa.gov) with any feedback or suggestions you have about the DOC newsletter and the type of stories you'd like to see presented on these pages. Thank you.*

## **Leadership Profile**



*Pat Glebe, Stafford Creek Corrections Center Superintendent*

### **New Stafford Creek Superintendent Impressed with How Staff Has Adjusted to Changes**

*By Chad Lewis  
West Team Leader, Communications*

When Pat Glebe recently accepted the Superintendent position at Stafford Creek Corrections Center, he knew exactly what the facility needed more than anything.

"The staff really just needed stability," he said. "They had several Superintendents the last two years and change can be stressful."

Glebe is the sixth Superintendent at Stafford Creek since it opened in 2000. Yet when Glebe came here as an Associate Superintendent in 2006 he noticed how smoothly the prison operated.

"I think it's a credit to the previous Superintendents who were here," Glebe said. "They set a solid foundation so that established a good working environment. And it's still paying off today."

The staff has responded well, he added.

"This is a really professional group that knows how to act whether the Superintendent is here or not," Glebe said. "They're the ones who keep things rolling along."

Though it is a relatively large prison with more than 1,900 offenders and more than 500 staff members Stafford Creek has had few high-profile incidents and lockdowns.

"It's part of the culture here," Glebe said. "We do the little things to prevent the big things from happening. We have a clean prison, provide good food, and have good counselors, and a well-run grievance process and education program. I think all those things factor into having a safe environment for staff and offenders."

When Glebe travels to other states and visits prisons he notices fundamental differences.

"We treat offenders in a respectful manner in Washington and give them an opportunity to succeed if they so choose," he said. "Other states might call that 'hug-a-thug,' but it's not. It's the smart way to run a prison because it's less dangerous to staff."

"In Washington prisons you have a hard time getting 2,000 guys to rally around any one cause because most offenders will say, 'You know, man, they treat me pretty good here. That's your personal issue.'"

Glebe came up through the ranks, starting in 1985 as a Correctional Officer at Monroe Correctional Complex, where his father worked.

"I learned a lot at Monroe, partly because it's such a large, diverse facility, going through a facility consolidation and having been lucky enough to be mentored by several very good Superintendents," he said.

Glebe, a Tacoma native, grew up near Monroe and had strong roots there, but welcomed the opportunity to work at Stafford Creek.

"I thought it would be a different kind of challenge, and it has been," he said. "It's been a great experience here."

He was impressed at how quickly the prison has become part of the community. About 85 percent of staff members live in Grays Harbor County. The prison does not face a shortage of applicants.

"People here know we bring steady, good-paying jobs to the area," Glebe said. "And we've worked hard at being transparent with local leaders and the media. It's been a good relationship."

Glebe says he doesn't want to put any particular stamp on Stafford Creek besides the one it already has.

"I just want to be responsive and helpful to the staff and community by having a well-run facility," he said. "If what I am known for is keeping a safe, well-run prison for staff and offenders then that's fine with me."

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### Leadership Profile



*Jane Parnell, Superintendent of Ahtanum View Corrections Center*

### Jane Parnell – Superintendent, Ahtanum View Corrections Center

*By Maria Peterson*  
*East Team Leader, Communications*

Moving to Yakima to become Superintendent for Ahtanum View Corrections Center is a homecoming for Jane Parnell. She was born in the Tri-Cities and moved to Yakima when she was just three years old.

"This is where I grew up, graduated high school and where I've spent many vacations with my parents and extended family that stayed here after I left for college," says Parnell. "Yakima still feels like home."

It was in Yakima where Parnell decided she wanted to have a career in corrections.

"I was in eighth grade when I knew that I wanted to be a probation and parole officer," she says.

Parnell's corrections career has taken her all over the state. It began in 1974 soon after she graduated from Central Washington University. She spent her first several years working as a counselor in both prison and work release. In 1983 Parnell received her substance abuse certification from Evergreen State College in Olympia and moved to the field where she worked as a Community Corrections Officer in the Tacoma area.

She served as a supervisor for various field Community Corrections offices before moving to headquarters as the Assistant Director for Community Corrections. It was in this capacity where Parnell says she reached one of her career-defining moments.

"Family has always been my priority and I felt I was missing too much of my daughters' lives," says Parnell. "So in 1994 I decided to take a voluntary demotion which ended up leading to an innovative program that I'm very proud of called the Mobile Intensive Supervision Team."

The team, known as MIST, was the first of its kind. It was an independent work team that operated from 1994 to 1997. MIST involved two Community Corrections Officers who traveled in a van that had been modified into a mobile reporting center. Offenders would report in their neighborhoods at the mobile unit instead of traveling to a field office. The idea won an international award for innovations in state government.

With her family's support, Parnell took a new job in 1998 as the department's Quality Administrator.

"I really discovered my passion for working in prisons while I was the Quality Administrator," she says. "It gave me an opportunity to visit more facilities and learn about operations and prison management."

Parnell moved to Washington Corrections Center for Women in 2005 as the Associate Superintendent. She says her experience in the field helped her understand the impact prisons can have on offenders.

"In prisons I feel like I can make an immediate difference," she says. "There are immediate results from making program decisions or influencing positive interactions. I feel like I can prepare offenders here and get them ready to come back to the community as better people."

Parnell says she is thrilled to have the position of Superintendent at Ahtanum View and is looking forward to working with the staff at the facility.

Parnell finds joy and bliss in her two grandchildren, three daughters and husband, Jack. She and Jack love to cook, entertain, and visit local wineries. The couple is renowned for their hospitality and holiday get-togethers.

"Entertaining is what we love to do. I feel blessed to share that love with Jack and our friends."

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## Leadership Profile



*Donta Harper, Section 8 Field Administrator*

### A Quick Rise to Field Administrator Not a Surprise to Those Who Know Donta Harper

*By Chad Lewis  
West Team Leader, Communications*

For those who don't know Donta Harper, it might be confounding to learn that he went from an entry-level position at DOC to Section 8 Field Administrator in less than nine years.

But for those who have worked with Harper, his meteoric rise is not surprising at all.

"I could tell early on that Donta is really sharp, really talented and is a natural leader," said Section 6 Field Administrator Bonnie Muccilli, who supervised Harper when he was a Community Corrections Supervisor in King County. "He is young, but he is talented far beyond his years."

Harper's ability to see the larger picture around him impressed his supervisors, who began offering him chances to prove his leadership skills.

"No matter what position I've been in, I've always tried to think one step ahead," Harper said. "When I was a Community Corrections Officer, I would try to think about how I fit into the overall mission of DOC, not just my caseload. I have a real holistic view of the Department."

Muccilli recognized that skill right away.

"Donta thinks on a higher plane," she said. "Most people tend to get bogged down in the day-to-day operation and don't see the bigger issues at hand. And he doesn't just notice the bigger picture – he tries to find ways to make it better."

Harper, who grew up in Atlanta, joined DOC in 1999 after a stint in the Navy. He started as a Correctional Officer at McNeil Island Corrections Center and then became a Mental Health Counselor. In 2001 he transitioned to community supervision and became a Community Corrections Officer 1 in Burien.

Harper first impressed Muccilli when he was as a Supervisor for the Southeast Seattle Unit. Unlike many Professional Development Plans that were vague or did not address substantive issues with Community Corrections Officers, Harper's plans were thorough, helpful and provided his staff members with clear expectations and ways to succeed.

"The staff could tell he was there to help them succeed," Muccilli said. "I think they appreciated his ability to help them develop their own careers. And it was obvious that Donta wasn't just focused on his own career."

Harper, meanwhile, consistently found ways to improve professionally, a trait he picked up from his time in the Navy.

"In the military, you don't get a promotion just because you want one," he said. "You have to educate yourself and prepare yourself. You have to prove you can do it first."

Harper earned a master's degree in counseling psychology from St. Martin's University in Lacey to go along with his bachelor's degree in criminology he earned from the University of Le Verne in California. He also took on extra assignments and special tasks.

"He managed to take on extra projects without it affecting his caseload, which is really difficult to do," Muccilli said. "He proved himself to be very capable of managing several tasks at once."

Harper was named Acting Field Administrator for Section 8 in March and was selected for the permanent position in November. Now he and Muccilli work side by side as the two Field Administrators who supervise King County.

"Donta is just fantastic to work with," Muccilli said. "I just can't think of enough words to say how proud I am of him and the job he does. He's just phenomenal."

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## DOC Employee Spotlight



*Abel Andrade, Community Corrections Officer 2*

### Wenatchee Community Corrections Officer Inspires Coworkers with Charity, Dedication

*By Maria Peterson  
East Team Leader, Communications*

Community Corrections Officer Abel Andrade was not even familiar with the Department of Corrections three years ago. Today he serves as an inspiration to his peers and to the offenders he supervises in the Wenatchee area.

Andrade moved to the United States from Mexico in 1988. He set several goals when he arrived: get an education, secure a good job, support his family and to one day give back to his elementary school in Mexico.

He started as a volunteer with the Department in 2005 and was soon promoted to community corrections officer. He says he was interested in corrections because he wanted to be part of an organization that improves the community and makes it a safer place to live.

"Coming from a place where I wasn't able to do anything for me or my family to being able to have these opportunities is very rewarding," he said. "I look forward coming to work everyday."

His peers say that they are learning from Andrade. They say his dedication to his work and the community and his positive attitude enhance the department.

"He's a top-notch officer," Community Corrections Supervisor Paul Bird said. "He is always willing to go the extra mile, and his commitment to the community is truly inspirational."

Giving back is important to Andrade who enjoys sharing his good fortune with those who need it.

Throughout the year Andrade collects crayons, books, pens and other school supplies. He then takes his family to hand-deliver the supplies to his former school in Mexico. During a recent trip he provided enough supplies for 520 children.

"Part of that is also that I want my children to see and acknowledge all the hard work the children there put into their studies," he said. "Hopefully they will learn from them as well as from me."

Andrade says he has reached his goals, but he couldn't have done so without the support from his peers in the Wenatchee office.

"I just don't have the words to say how much I appreciate all the opportunities that have been given to me through the department," he said. "People believed in me and that's one of the things that we can take for granted."

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## DOC Facilities



### DOC Takes Action to Keep Cell Phones Out of Prisons

*By Chad Lewis  
West Team Leader, Communications*

The Department of Corrections is taking steps to keep cell phones out of prisons as it becomes a bigger issue at prisons across the nation. Expanded cell-phone coverage areas and smaller phone designs have made it more common to find phones inside prisons.

"Any contraband in a prison is potentially dangerous," Director of Prisons Dick Morgan said, "but cell phones are particularly bad for safety."

Cell phones are unique from many types of contraband in that they are non-consumable. While a cigarette can only be passed around or burned a few times, cell phones can be used, shared or sold countless times.

DOC does not count cell phones separately from other types of contraband, but prisons have reported an increase in the number found in recent years. A recent informal survey of DOC's 15 prisons found that most of them have found between one and three cell phones in the past two years, with several prisons reporting none found.

While the number of cell phones found in Washington's prisons is not particularly high, prison officials say it is a serious concern.

"These aren't just phones we're talking about," Assistant Deputy Secretary Earl Wright said. "A lot of cell phones now are really handheld computers. They can have wireless Internet, take photos and record videos. An offender could send an e-mail with a lot of photos. And unlike the phones in prison, unit staff members don't know who the offenders is talking to and the conversation can't be recorded."

"An offender could be communicating with the same people who helped them get into prison in the first place," Morgan said. "An offender could even try to arrange a way to escape."

It's becoming a safety issue at more prisons in remote locations as more cell-phone towers are erected. And as cell phones get smaller it's getting easier to hide them.

DOC is taking a number of actions to keep cell phones out of prisons before it becomes a more common problem, including:

- Training K-9 units to search for cell phones.
- Considering tougher sanctions for offenders who have cell phones
- Looking into new methods and technologies, including possibly using cell-phone scramblers, though Federal Aviation Authority regulations restrict their use.

Prison officials predict that offenders will try to find new ways to acquire and hide cell phones as they become even smaller. A cell phone can be worth more than \$1,000 on the black market in a prison.

"Prison staff members have had to find ways to keep out different kinds of contraband for as long as there have been prisons," Wright said. "This is just the latest challenge."

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## Felony Warrant Sweep

On December 17 the Department of Corrections conducted a felony warrant sweep in the Moses Lake area. The Department of Corrections has offices in Ephrata, Moses Lake and Othello that cover Grant and Adams Counties and supervise felons under Community Custody. Department of Corrections staff was assisted by the Eastern Washington Fugitive Task Force; US Marshall's Office & the Spokane Community Response Unit and took the following 14 felony offenders into custody.

Richard Martinez  
Ernesto Jimenez  
Mary Vasquez  
Lori Gonzalez  
Jesus Gomez  
David Zarback  
Monica Guerrero

Loren Meade  
David Harris  
Darrell Smith  
Scotty Slenker  
David Pettit  
Hugo Mabry  
Gregory Brimmer

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## DOC in the Community



*Michael Davie of King County Work Training Program speaks to offenders about what services are available.*



*Stan Timberlake of Oxford Houses, which provides low-income housing, answers an offender's questions at a Seattle Community Justice Center Resource Fair.*



*Community Corrections Officer Leslie O'Conner, left, speaks to one of the service providers at the December Resource Fair.*

## At New Resource Fair, Offenders Can Walk Out with Jobs, Treatment and Housing

*By Chad Lewis  
West Team Leader, Communications*

Imagine if the Department of Corrections' entire Reentry Initiative could be condensed into one event in one room. The new monthly Offender Resource Fair at Seattle Community Justice Center is pretty close to that.

"It has just about everything offenders really need all right here at once," said Community Corrections Specialist Virgil Wallace, who is one of the organizers. "Housing, chemical dependency, jobs, medical services, you name it. It's been fantastic."

Nonprofit groups and government agencies such as Big Brothers Big Sisters, Oxford Houses, Crisis Clinic and King County set up booths inside Seattle CJC as offenders line up starting at 9 a.m. on the second Wednesday of each month. Several offenders have walked out of resource fairs with a new job and housing.

"We had a Level 2 sex offender get a job and housing for six months at one of the fairs," Community Corrections Officer Leslie O'Conner said. "That's pretty amazing, actually."

Referring offenders to such providers and resources is something DOC officers and specialists already do, of course, but having everyone – offenders, providers and officers – under one roof each month is more efficient. "This is much more effective than handing an offender a business card," O'Conner said. "And it's less intimidating for offenders. Now Crisis Center isn't some big building on the other side of the city. It's Suzie or Bill."

The agencies and nonprofit groups like the resource fairs because many of them are required to make a certain number of contacts in order to secure grants. They also get to network with fellow providers and agencies.

"We all kind of operate in the same universe, but we're not normally all in the same room like this," said Dana Easterling, who works for Crisis

Clinic, a community resource center in King County. "This is really beneficial to us."

Michael Davis, a project manager for King County Work Training Program, had offenders lined up at his booth all morning. "There's a lot of overlapping sense we work with the same clientele," he said. "It only makes sense to do it this way."

The resource fair was the brainchild of O'Conner, who has been with DOC for two years. "It just made sense to me to bring everybody together like this once a month," she said. "I wasn't sure what people's response would be, but so many people have been so helpful. A lot of other CCOs have helped."

The fact that the event was developed by staff is one reason so many staff members participate, Field Administrator Bonnie Muccilli said. "It's so much better than if we supervisors had said, 'You must organize a resource fair,'" she said. "This is really their project, and I'm so proud of how well it turned out."

The number of offenders who participate has increased each month since the first resource fair in September. The December fair attracted more than 120 offenders.

O'Conner and other organizers, including Community Corrections Supervisor Dave Aiken, were approached by agencies and providers that wanted to move the fair to a larger venue, but they declined. Instead organizers limit the number of booths so that each month offers a different mix of services and agencies.

"We want offenders to keep coming back," O'Conner said. "If we offered everything every month offenders wouldn't need to come the next month."

As a result O'Conner each month has to tell some agencies to wait until the following month.

"At first I kept thinking, Is anyone going to want to come?" she said as offenders rubbed shoulders in the packed room during the December fair. "But that hasn't been the case at all. It's been really popular."

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## DOC in the Community



*H. Chief Rice, Paul Vickers, Benny Ross, Sammy Fletcher, Hector Ortiz, Tony Morris, Stan Leonard, Sonia Watts, Aaron Faletofo*



*Gifts the Regalia Program has made for charity*

## Regalia Program at WSP Giving Back to Community

*By Joni Aiyeku, Public Information Officer,  
Washington State Penitentiary*

Native American Offenders at the Washington State Penitentiary are giving back to their community through their own pockets by purchasing supplies used to make crafts and gifts for local tribal children. Last month, the offenders made drums, beaded medallions, a stuffed bear and medicine bags that were auctioned to help a child of the Colville Tribe who was recently diagnosed with bone cancer pay for medical expenses.

The offenders are part of the Regalia program established in 1995 by Kalispel Tribe Cultural Director, Elder Francis Cullooyah. His vision was to guide Native American offenders to a deeper understanding of their culture. One man who found guidance from Elder Cullooyah is Herbert Rice, a founding member of the Regalia Program.

"We find that in learning our culture that we begin to change for the better," Rice said. "We have all done things and made mistakes that we feel extremely bad about. We cannot change our mistakes, but we can change our future. We are doing that one bead at a time, one dance at a time, one song at a time, and one sweat ceremony at a time."

The Regalia Program gives offenders the opportunity to make dance regalia for young tribal members, free of charge, to foster involvement with the Native American culture and guide them on the path away from alcohol, drugs and gangs.

"The only way we can take care of our people from here is to help them with their ceremonial give-aways," Rice said. "We give our youth medicine bags and dance regalia to get them started into their culture."

In February, Regalia Program made 275 medicine bags for the Tulalip Tribes Elementary School graduating class.

Allison Bowen, Tulalip Tribal Youth Family Support Coordinator, praised the program for the gifts.

"The children really seemed to understand the importance of the medicine bags, and I saw many of the children wearing the bags at the Salmon Ceremony," she said.

The participants say they give back to their communities as a way honor and express their appreciation to Elder Cullooyah, Tribal Judge Fred Gabourie Sr., and all the other tribal elders, family members and volunteers that have given guidance, encouragement, and support to the Regalia Program and its members.

The offenders are now working on gifts and regalia for the annual Pow-Wow that will occur in May or June 2009.

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## **DOC in the Community**



*Family Services Unit Manager Joenne Harrhy discusses DOC's Family Advisory Council with Impact Editor Joseph Mitchell.*

### **State Lawmakers Invited to Attend February 7 Family Advisory Council Meeting**

*By Joseph Mitchell, Impact Editor*

State legislators will be invited to meet with members of the DOC State Family Advisory Council on February 7, 2009 at the agency headquarters office in Tumwater. The intent of the February meeting is to allow family members an opportunity to communicate the issues and concerns faced by families impacted by incarceration. Thus far, the Council has discussed issues related to extended family visiting, visitor processing systems, DOC staff culture and challenges faced by offender families when encountering the correctional system.

DOC formed the State Family Advisory Council in July 2008 with the intention to improve services for families of offenders who are incarcerated or under community supervision. Joenne Harrhy, DOC Family Services Unit Manager, said that family members of offenders on community supervision, in work release and from each of the department's 15 institutions are represented on the Council.

"We were very intentional about recruiting a diverse cross section of offender families for this Council," said Harrhy. "The Council engages offender families in helping to strengthen the agency's approach to programs and services by giving them a forum to provide substantive input on department policies and practices," she explained.

Family members serving on the Council were selected from a pool of nominees who had already provided suggestions or comments about services and policies to the Department. They come from different geographic locations, various ethnic, religious and cultural backgrounds. Gender and relationship to the offender were also considered.

Harrhy believes that misunderstandings about policies and practices are often the root cause of conflicts that arise between family members and department staff.

"Incarceration is hard on families. Though family centered programming and services provide some essential supports, the way that we conduct our general day to day business can perpetuate the challenges and make it difficult for families to stay connected with their loved ones," she explained.

She says that the Council can help to surface and address these issues. Harrhy believes the Council can also provide an opportunity for family healing and growth.

"Families of offenders often feel isolated and marginalized by the challenges they face. They believe no one else understands what they are going through," said Harrhy. "Hearing from someone else who has experienced a similar challenge can relieve that sense of isolation. Our goal is to enhance communication between families and the department, support communication among family members, and enable communication with individuals under our supervision."

Harrhy co-chairs the Council along with Belinda D. Stewart, DOC Director of Communications, and Dee Crocker, DOC Community Mobilization Manager. Scott Blonien, Assistant Secretary for Government, Community Relations and Regulatory Compliance and Mary Leftridge Byrd, Assistant Secretary for Offender Programs, have joint oversight responsibility.

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## DOC in the Community



Harrison Allen III

### The Martin Luther King Jr. Holiday – A Day On

*By Harrison Allen III, DOC Workplace Diversity Program Manager*

Martin Luther King Jr. day celebrated on the third Monday in January is a day that inspires many at DOC around the state to positive action.

The meaning of the King Holiday was described by Coretta Scott King when she said *"No other day of the year brings so many people from different cultural backgrounds together on such a vibrant spirit of brother and sisterhood. Whether African American, Hispanic, or Native American, whether you are Caucasian or Asian American you are part of the great dream Martin Luther King Jr. had for America."*

This day was never meant to be just a holiday as many have stated, it is A Day On Not A Day Off. It was meant to inspire people to get involved to provide a 'service' to someone or something. Local diversity committees are now in the planning stages for this year's Martin Luther King Jr. celebrations; with announcements set to go out to staff in the near future. Local diversity committees take pride in promoting events that demonstrate one of DOC's core values of recognizing the diversity of individuals and their contributions, and treating all people-offenders, staff, and public-with dignity and understanding.

This is a special time and moment in history with the national elections that have inspired so many individuals to get involved. We encourage all to find on MLK an opportunity to enrich and inspire.

The Department of Corrections Workplace Diversity Program addresses affirmative action and diversity through a variety of existing initiatives and activities lead by a dedicated team of subject matter experts. This team provides consultation, education, training, mediation, investigations and also includes an extended statewide diversity network of dedicated DOC employees participating on local diversity committees. Throughout the year these local diversity committees sponsor a variety of events, potlucks, recognitions, educational events, forums, and communications all designed to promote the value of diversity and understanding and appreciation of our differences leading to respect and cooperation.

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## Wellness Tip – Brought to you by the Occupational Nurses at DOC

### Goodbye 2008 – Hello 2009!

As we finish up one year and start another, many of us make "New Year's Resolutions". I had a friend who resolved to get in shape by working out at a gym. When I asked her how it was going, she said she had driven to the gym and sat in the parking lot. I said: "Maybe next time you should get out of the car!"

We often have a tendency to make sweeping resolutions which usually deprive us of something. Why not think positively about the long term effects we want instead? For example:

- ❖ I will lose weight... vs.... I will eat five fruits/vegetables a day
- ❖ I will stop smoking... vs.... I will have healthier lungs
- ❖ I will stop spending money on lattes ... vs.... I will save \$5 a day

When you make those resolutions - think of the lasting benefits you want to achieve, then break them down into small measurable steps that lead to success.

For more information about New Year's Resolutions go to:  
<http://www.webmd.com/balance/features/new-years-resolutions-in-one-year-out-other>

For pointers on how to involve the whole family in resolutions:  
[http://www.ymca.net/resources\\_for\\_families/new\\_years\\_resolutions.html](http://www.ymca.net/resources_for_families/new_years_resolutions.html)

We are here to serve our employees. For more information contact:  
Vicki Skeers, RN, MN, [vmskeers@doc1.wa.gov](mailto:vmskeers@doc1.wa.gov).

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## DOC in the Community



*Pictured in the photo are: Joe Teshera; Lonnie Lewis; Stephen Kyak, Justin Dunaway, Matt Smith; Clayton Robinson, Joshua Scharer, Jodi Withers; & Larry Leonard (all pictured with Bev Gilmore who is in the center). The other residents who worked on the project but who are not shown are: Thomas Phillips; Demarcus Strickland and Lawrence Smith.*

## Longview Work Release Residents Help Needy Families

**By Joseph Mitchell, Impact Editor**

720-14<sup>th</sup> Avenue was once the address of a run-down, vacant building in Longview, Washington that was scheduled to be demolished and redeveloped into a community medical center.

The building owners agreed to donate the space on a temporary basis to the Salvation Army. With the help of residents from Longview Work Release, the Salvation Army Christmas Center was developed. The center provided eligible, low-income families with gifts, clothing and food vouchers during the recent holiday season.

The center was completely set up by work release residents Justin Dunaway, Stephen Kyak, Larry Leonard, Lonnie Lewis, Thomas Phillips, Clayton Robinson, Joshua Scharer, Lawrence Smith, Matt Smith, Demarcus Strickland, Joe Teshera and Jodi Withers.

Under the supervision of Corrections Officer Candice Foultnier, the residents spent five days renovating the building, cleaning the lot, unloading merchandise from trucks, making tables, hanging clothes and arranging toys

“The residents totaled 400 hours of community service to set the center up and it will require about the same to take it down after the holidays,” said Foultnier. “All the residents who participated had nothing but a positive response to the project. They voiced their happiness at giving back to their community.”

The Salvation Army tries to help low-income families in Kelso and Longview celebrate the holiday season. Families submit applications which are reviewed on a case by case basis. Children from eligible families received a new toy, a new outfit and a new coat. Food vouchers were provided so families could purchase holiday dinners. There were also coats available for adults.

The center is set up each year in a different donated building.

“This year the center serviced around five thousand people,” said Christmas Center Director Bev Gilmore. “There have been a lot of layoffs in Cowlitz County,” she explained.

Gilmore had nothing but positive comments about the work release residents and stated they did an excellent job.

“I’ve never had such a wonderful bunch of people to work with,” she said. “They were very cooperative and accomplished much.”

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## **Service Anniversaries**



*Jim Kathan celebrated 35 years of state service last month.*



*Ernest Jordan celebrated 30 years of state service.*

### **DOC Employee Service Anniversaries for December 2008**

#### **35 Years of Service**

- Jim Kathan, Community Corrections Supervisor 1

#### **30 Years of Service**

- Ernest Jordan, Corrections and Custody Officer 2
- Clayton Phillips, Classification Counselor 3

#### **25 Years of Service**

- Robert Boone, Corrections and Custody Officer 2
- Brian Buckner, Classification Counselor 3
- Diane Dorland, Fiscal Analyst 5
- John Holeman, Consolidated Food Manager
- Jerry Jones, Corrections and Custody Officer 2
- William Kitchen, Community Corrections Officer 3
- Gary Kitsch, Correctional Industries Supervisor
- Charles Korus, Classification Counselor 3
- Timothy La Fleur, Corrections and Custody Officer 3
- Barbara Lechner, Warehouse Operator 3
- David Loosmore, Corrections and Custody Officer 2
- Carolea Mathison, Correctional Records Technician 1
- Sandra Nix, Procurement and Supply Support Specialist 2
- Donna Rogers, Corrections and Custody Officer 2
- Kathleen Stewart, Program Specialist 3
- Rosey Swanson, Office Assistant 3
- Thomas Talbott, Corrections and Custody Officer 2
- Michael Taylor, Corrections and Custody Officer 2
- Ronald Vaughn, Cook, AC
- Charlotte Wieman, Corrections and Custody Officer 2

#### **20 Years of Service**

- Perry Bartram, Correctional Health Care Specialist 2
- Richard Carmody, Corrections and Custody Officer 3
- George Gilbert, Corrections Specialist 3
- Miriam Krona, Office Assistant 3
- Diane Lattimer, Fiscal Analyst 4

#### **15 Years of Service**

- Domingo Arcelo, Cook AC
- Oscar Cullum, Corrections and Custody Officer 3
- Byron Dittamore, Corrections and Custody Officer 2
- Yvonne Green, Human Resource Consultant 2
- Lea Hazel, Community Corrections Officer 2
- Dennis Herriot, Corrections and Custody Officer 3
- Mark Janney, Community Corrections Supervisor
- Kenneth Lackey, Corrections and Custody Officer 2
- Louise Love, Correctional Records Technician 1
- Linda Palmer, Warehouse Operator 2
- David Southall, Corrections and Custody Officer 2
- Bonnie Willhite, Office Assistant 3

#### **10 Years of Service**

- Travis Adams, Community Corrections Specialist
- Robin Barcomb, Correctional Records Technician 1
- Forrest Day, Community Corrections Officer 2
- Roger Grant, Corrections and Custody Officer 2
- Danielle Miller, Community Corrections Officer 3
- Julius Moore, Corrections and Custody Officer 2
- Vicky Neufeld, Community Corrections Officer 2
- Patrick Tanaka, Community Corrections Officer 2
- James Vick, Corrections and Custody Officer 2

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## Statement of Values, Mission Statement and Vision Statement

### Statement of Values

#### We Value

##### **Staff as our greatest asset**

We are committed to the personal and professional development of our staff, and actively seek staff involvement and a shared sense of commitment and service at all levels.

##### **Professionalism and quality of service**

As correctional professionals, we demonstrate our commitment through competency, accountability, ethics, and pride in work.

##### **A safe, healthy work environment**

We are committed to providing a safe and healthy environment for staff and offenders.

##### **Respect for individuals**

We recognize the diversity of individuals and their contributions, and we strive to treat all people – offenders, staff, and public – with dignity and understanding.

##### **Clear, open, honest communication**

We encourage communication that promotes unity, productivity, and understanding.

##### **People's ability to grow and change**

We acknowledge that people – offenders and staff – have the need and ability to grow and change and we support their endeavors.

##### **Community interaction**

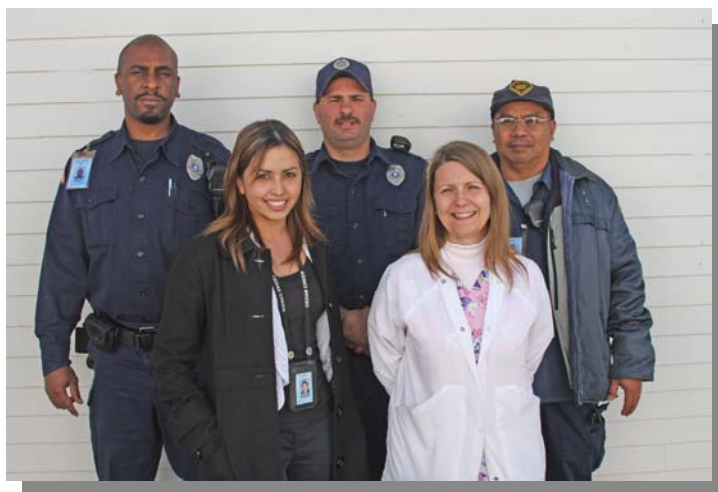
We encourage positive interaction with the community as we strive to promote public safety, community protection, and public understanding.

### Mission Statement

The mission of DOC is to improve public safety.

### Vision Statement

Working together for safe communities



*Top row from left - Terry Powell, Denny Stauffnecker, Sonny Cabotoge. Bottom row Sheyla Babilonia and Teresa Wilson*

*This Statement of Values was developed by our employees to clearly articulate the principles that guide our behavior and the vision that will shape our future.*

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